

Dept. of Human Rights Facts – FY '12

www.state.ia.us/government/dhr



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 44	# PT EEs: 1	# Temporary EEs: 0	Average Length of Service: 12.90
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Span of Control: 8.60	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	21	<25	0	45-54	2	# of Females:	24	# of Males:	20
25-34	2	55-64	7	25-34	0	55-64	1	% of WF:	54.55%	% of WF:	45.45%
35-44	9	65+	4	35-44	1	65+	1	Average Age:	48.28	Average Age:	51.55
Employee Average Age: 49.77				Supervisor Average Age: 54.00				Average Length of Service: 10.58		Average Length of Service: 15.68	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	4	# of Non-minorities:	39	# African-American:	1	# of "did not respond":	1
% of Workforce:	9.09%	% of Workforce:	88.64%	# Asian/Pacific Island:	2	% of Workforce:	2.27%
Average Age:	45.45	Average Age:	49.78	# Am. Indian/Alaskan:	0	Average Age:	66.33
Average Length of Service:	7.00	Average Length of Service:	13.56	# Hispanic or Latino:	1	Average Length of Service:	10.84

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	6	# of Persons With No Disabilities:	35	# of "did not respond":	3
% of Workforce:	13.64%	% of Workforce:	79.55%	% of Workforce:	6.82%
Average Age:	45.91	Average Age:	50.43	Average Age:	49.73
Average Length of Service:	10.13	Average Length of Service:	12.88	Average Length of Service:	18.69

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 30	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 11.11%	Hire Rate: 11.11%	Number Hires: 5	Transfer In: 0
Retirements: 2	All Terminations: 1	Voluntary Quits: 1	Transfer Out: 1

# of Classes Used: 19	Most Populous Classes: Program Planner 3 (9), Disabilities Consultant (4), Executive Officer 2 (4)		
Separations - By Class:	Executive Officer 3 (2), Executive Officer 1 (1), Executive Officer 2 (1)		
# Eligible for Retirement:	8 in the next 5 years	% Eligible: 18.18%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$47,131.39	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$3,046,417.84	Avg. Base Salary: \$67,911.21	Overtime Days Worked: 3.0
Overtime Cost: \$553.80	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$233,089.51	Vacation Days Earned: 886.7	Vacation Used Expense: \$199,852.31	Vacation Days Taken: 767.3	
Sick Leave Days Earned: 715.5	Reg. Sick Leave Used Expense: \$100,916.11	Reg. Sick Leave Days Used: 399.7	Converted Sick Leave To Vacation Days Used: 51.5	
Sick Leave -Earned Value: \$177,979.80		Avg. Sick Leave Days Per EE: 9.08	Converted Sick Leave To Vacation Used Expense: \$12,688.16	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$5,085.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$730.49	Funeral Days Used: 3.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,061.16	Jury Leave Days Used: 4.2	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012